Legislation Details (With Text)

File #:	17-291	**Name:**	
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File created:	9/26/2017	**In control:**	Board of Aldermen
On agenda:	10/3/2017	**Final action:**	
Title:	Paid Leave Options for Full Time Town Employees PURPOSE: The purpose of this item is for the Board to consider various options for paying employees during some or all of the work time missed while on Family and Medical Leave, or other approved leave.		
Indexes:			
Code sections:			
Attachments:	1. Attachment A - TOC Paid Parental Leave Poll 8-2017 - Attachment A for BOA 10-3-2017.pdf		

Date	Ver.	Action By	Action	Result

TITLE:
Paid Leave Options for Full Time Town Employees

PURPOSE: The purpose of this item is for the Board to consider various options for paying employees during some or all of the work time missed while on Family and Medical Leave, or other approved leave.

DEPARTMENT: Human Resources

CONTACT INFORMATION: Carol Dorsey, 919 918-7321

INFORMATION: Board members and employees have inquired about the possibility of adding some form of paid leave to the Town's benefit package. An increasing number of neighboring municipalities and national private sector employers are offering employees various paid leave options.

Options include paid sabbaticals, combining School and Petty Leave, paid parental leave for mothers and father, etc.

Attachment A shows data from neighboring municipalities regarding paid parental leave. Research shows that currently most municipalities are restricting paid leave to parental leave only - - though some are considering the addition of pay for general Family and Medical Leave.

FISCAL & STAFF IMPACT: Fiscal and Staff impact will depend on the type and duration of leave that the Board approves.

RECOMMENDATION: Staff recommends that Board considers options and provides feedback.